

**·EQUAL EMPLOYMENT PRACTICES COMMISSION  
CITY OF NEW YORK**

**RESOLUTION #08/29-132:** Preliminary Determination Pursuant to the Audit of the Independent Budget Office's (IBO) Equal Employment Opportunity Program from July 1, 2005 through June 30, 2007.

**Whereas**, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

**Whereas**, the Equal Employment Practices Commission audited the Independent Budget Office's Equal Employment Opportunity Program; and

**Whereas**, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

**Be It Resolved,**

that pursuant to the audit of the Independent Budget Office's compliance with its Equal Employment Opportunity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. The IBO's EEO Policy does not include all of the protected classes under the New York City and New York State Human Rights Laws.
2. The IBO distributed an outdated EEO policy that does not include all of the protected classes under the New York City and New York State Human Rights Laws.
3. The EEO officer did not meet with the EEO counselors on a quarterly basis to ensure that they carry out their EEO functions satisfactorily and are kept abreast of internal and external EEO developments.
4. IBO employees who are involved in job interviewing did not receive structured interview training.

**Be It Finally Resolved,**

that the Commission authorizes the Chair to forward a letter to Director Ronnie Lowenstein formally informing her of the findings with appropriate explanations and recommendations and

requesting, pursuant to Chapter 36 of the City Charter, her response to these findings within thirty days of receipt of the letter indicating what corrective actions the Independent Budget Office will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on December 18, 2008.

**Manuel A. Méndez**  
Vice-Chair

**Angela Cabrera**  
Commissioner



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**Ernest F. Hart, Esq.**  
Chair